MENTORSHIPS IN CYBERSECURITY WEBINAR SERIES #3

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Topics

- Mentoring Defined

- Internship versus Mentorship

- CISA Cyber/IT internships

- Federal Internships Outside of CISA

CISA Mission and Vision

Our **mission** is to lead the national effort to understand, manage, and reduce risk to our nation's cyber and physical infrastructure.
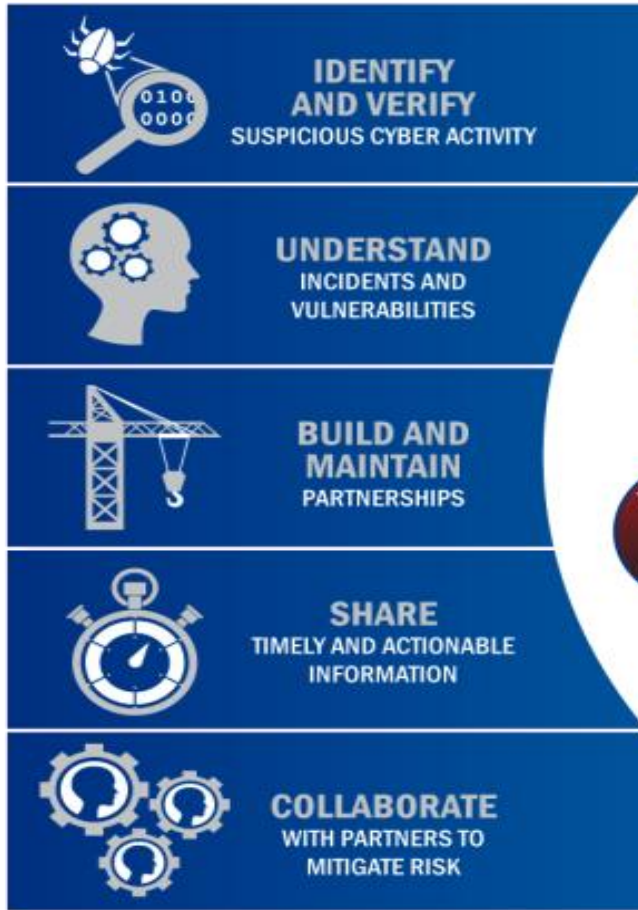
Our **vision** is a secure and resilient critical infrastructure for the American people.
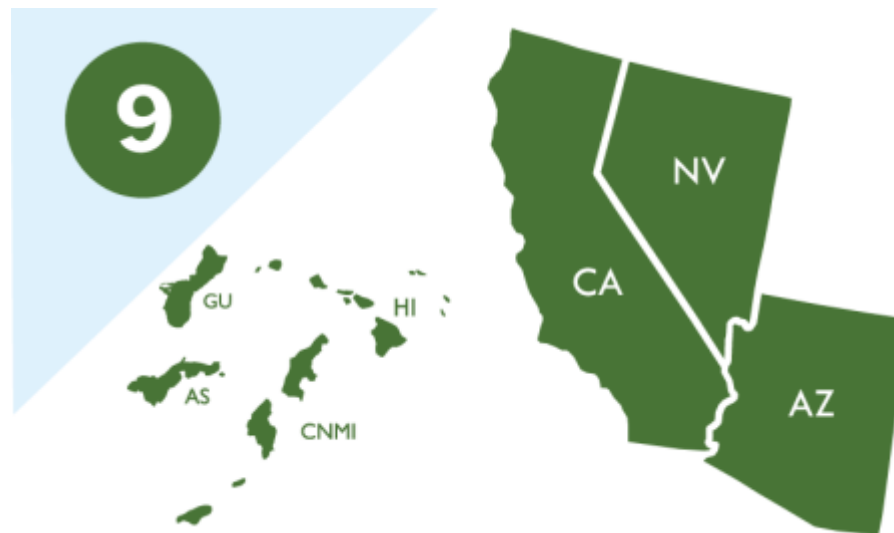
Serving Critical Infrastructure

Mentoring Defined

- Mentoring is a professional developmental relationship between a more experienced person (the mentor) and a less experienced individual (the mentee)

- Definition: A mentor is a coach who provides advice to enhance the mentee's professional performance and development. Additionally, a mentor serves as a role model and support system for the mentee.

What is Mentoring?

- Mentoring is a key component in the development and enhancement of an employee's personal and professional goals.

- Mentors and Mentees becomes a part of a dynamic partnership that is based on mutual trust and respect, which allows each person to learn and grow.

- Mentorships seek to cultivate meaningful connections and relationships between employees at different levels and with different perspectives and backgrounds within the organization.

- Through mentoring, we intend to build individual and organizational capabilities.

What are the Benefits?

Mentor	Mentee
Become a future leader	Expand leadership capabilities
Bridge competency gaps	Transfer knowledge, skills, and abilities
Increase individual capability	Feel a sense of job satisfaction and personal fulfilment
Support personal and professional growth	Increase organizational awareness and understanding of other programs
Build leadership skills	Leave a legacy
Make connections at various levels throughout the organization	Build a new awareness of issues facing your colleagues
Gain job satisfaction and feel like the valued member of your organization	Expand your professional network

CISA Mentoring Program

"Mentoring is a key component in the development and enhancement of an employee's personal and professional goals. Each member, Mentor and Mentee, becomes a part of a dynamic partnership that is based on mutual trust and respect, which allows each person to learn and grow.

At CISA, we believe that mentoring helps both the Mentee and Mentor grow and reinforce the behaviors associated with our core principles that strengthens the employee experience. Through these partnerships, we seek to cultivate meaningful connections and relationships between employees at different levels and with different perspectives and backgrounds within the organization.

Through mentoring, we intend to build individual, team, and organizational capabilities."

Why Start a Mentorship Program?

- Leaders often feel as though they must figure everything out themselves. Not only is this untrue, but also unwise!

- Good leaders are those that are thoughtful about the decisions they make – which means that they don't make them in a vacuum.

- Seeking the perspectives of partners, team members and colleagues is an essential part of co-creating success in project planning and implementation.

- How do leaders consider big decisions, strategic direction, and make meaning of their options? With the guidance, support, and wisdom that a mentor can offer!

Internship versus Mentorship

Internships and **mentorships** are both valuable pathways to support your career growth, but they serve different purposes

- Internships are short-term opportunities designed to provide field-specific experience to students and graduates.
- They are most beneficial for young individuals who lack work history and industry relationships.
- Internships can be either **paid or unpaid** and may range from part-time to full-time.

- Mentorships are one-on-one business relationships where an experienced expert coaches and guides a newcomer in their chosen career field.
- They usually start once you have secured a job in your desired field.
- Mentorships are **unpaid** and informal agreements.

CISA CYBER/IT Internships

CISA is hiring current students enrolled in accredited educational institutions from high school to the graduate level for **paid cyber/IT internships**.

- If you are **sixteen or older** and enrolled as a high school student, have a high school diploma, or General Education diploma (GED), you qualify for the **GS 1-2 Student Trainee (IT Management) position**

- If you have 1 full academic year of post high school study or 2 full academic years of post-high school study (or an associate degree), you qualify for the **GS 3-4 Student Trainee (IT Management) position**.

Cybersecurity Internship Program | Homeland Security (dhs.gov)

Email Us: studentcareers@cisa.dhs.gov

Cyber Intern Programs

DEFEND TODAY,
SECURE TOMORROW

Bruce A. Mirante
April 4, 2024

Federal Internships Outside of CISA

- National Security Agency

[U.S. Intelligence Community careers - Students and Internships (intelligencecareers.gov)](intelligencecareers.gov)

- Centers for Academic Excellence (CAE) Cyber Ops Summer Program

- Cyber Summer Program

- Cybersecurity Directorate Summer Intern Program (CSDIP)

- Hawaii CAE Cyber Operations Summer Internship*

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